



Respondent's professional nursing employment history continued:

12/2005 - 03/2007	Staff Nurse	Ward Memorial Hospital Monahans, Texas
04/2007 - 04/2008	Staff Nurse	Odessa Regional Medical Center Odessa, Texas
05/2007 - Present	Unknown	

6. On or about January 2006 through March 2007, Respondent practiced professional nursing while employed as a Staff Nurse with Ward Memorial Hospital, Monahans, Texas, without appropriate licensure from the State of Texas, as required, after she relocated to the State of Texas. Instead, Respondent continued to practice professional nursing, believing that she maintained a Nurse Licensure Compact privilege from her license in the State of Iowa, a member of the Nurse Licensure Compact, whose rules require that a nurse obtain licensure by endorsement within thirty (30) days of relocating to a new home state. Respondent's conduct misled patients, staff and the public into believing that she was an appropriately licensed nurse in the State of Texas.
7. At the time of the initial incident in Finding of Fact Number Eight (8), Respondent was employed as a Staff Nurse with Odessa Regional Medical Center, Odessa, Texas, and had been in this position for eleven (11) months.
8. On or about March 19, 2008, while employed as a Staff Nurse with Odessa Regional Medical Center, Odessa, Texas, Respondent failed to initiate emergency resuscitative interventions after she was notified that Patient Number 28270, who had diagnoses including severe asthmatic bronchitis and severe chronic obstructive pulmonary disease, was non-responsive and not breathing. Respondent and the Charge Nurse assessed the patient to be without pulse or respirations, with skin cold to touch, nail beds white, pupils fixed and dilated at 5-6 mm, and lividity to the patient's dependent side. Although the patient had a physician's order for "full code status," Respondent failed to initiate cardiopulmonary resuscitation (CPR) and to call a code, as required. Instead, she called the House Supervisor and the primary physician to determine if a code should be called. The Emergency Room (ER) physician was then called, assessed the patient and pronounced her expired ten (10) minutes after the patient was found unresponsive. Respondent's conduct may have contributed to the patient's demise.
9. On or about March 19, 2008, while employed as a Staff Nurse with Odessa Regional Medical Center, Odessa, Texas, Respondent failed to appropriately and completely document in the medical record of the aforementioned Patient Number 28270 that the Charge Nurse and/or House Supervisor was present at the scene and failed to document a full assessment of the patient's condition. Instead, Respondent only documented that the patient was found without respirations or heart rate and had central cyanosis. Respondent's conduct resulted in an incomplete medical record.

10. In response to the incident in Finding of Fact Number Eight (8), Respondent states that when the patient was assessed to be without pulse or respirations, she told the Charge Nurse that the patient had full code status, but the Charge Nurse stated that there was no point in doing a code. When Respondent questioned this decision she was told to call the House Supervisor, who was called immediately and came to the floor. The House Supervisor also assessed the patient and when Respondent asked her about initiating a code the House Supervisor stated she was unsure and instructed Respondent to call the ER physician. The ER physician was called, came to the floor within minutes, examined the patient, stated a code was not necessary and pronounced the patient at that time. Respondent states that she also called the patient's primary physician to ask about starting a code but the physician did not give her an answer. Respondent states that she realizes she should have called a code, but her decision making process was influenced by the "clout" of the Charge Nurse and that she felt defeated by not getting a "different direction" from the House Supervisor, so following the directions of the Charge Nurse seemed her only option. Respondent states that this incident has "crushed" her and she feels "absolutely horrible" that she allowed others to influence her in such a manner that she was not the patient advocate that she has worked so hard to be.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violations of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§217.11(1)(A),(1)(B), (1)(D)&(1)(M), 217.12(1)(A),(1)(B),(1)(C)&(4) and 220.2(c).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 740140, heretofore issued to KATHLEEN SUE WOODS, including revocation of Respondent's license to practice professional nursing in the State of Texas.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a REPRIMAND WITH STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice professional nursing in compact states.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL deliver the wallet-sized license issued to KATHLEEN SUE WOODS, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order for appropriate notation.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding Sexual Misconduct, Fraud, Theft and Deception, Nurses with Chemical Dependency, and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition

to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Information regarding Board-approved courses in Texas Nursing Jurisprudence may be found at the Board's website [www.bon.state.tx.us](http://www.bon.state.tx.us) (on the Disciplinary Action page and on the page "About the Board"/"BON Meetings and Events).*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.state.tx.us/about/stipscourses.html>.*

(4) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of

Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address:*

<http://www.learningext.com/products/generalce/critical/ctabout.asp>.

(5) RESPONDENT SHALL pay a monetary fine in the amount of five hundred dollars (\$500.00). RESPONDENT SHALL pay this fine within forty-five (45) days of entry of this Order. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A REGISTERED NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR TWO (2) YEARS OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:**

(6) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT

SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(7) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(8) RESPONDENT SHALL be supervised by a Registered Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(9) RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT's capability to practice nursing. These reports shall be completed by the Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for two (2) years of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.



RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 18 day of July, 2008.

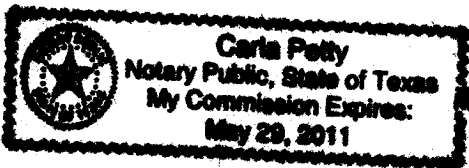
Kathleen Sue Woods  
KATHLEEN SUE WOODS, Respondent

Sworn to and subscribed before me this 18 day of July, 2008.

SEAL

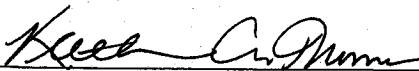
Carla Petty

Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 18<sup>th</sup> day of July, 2008, by KATHLEEN SUE WOODS, Registered Nurse License Number 740140, and said Order is final.

Effective this 9th day of September, 2008.

  
Katherine A. Thomas, MN, RN  
Executive Director on behalf  
of said Board

